

EXHIBIT X

EMPLOYEE REPORT FORM

DATE

10/4/07

NAME

ELUTERIO HERRERA

SHIFT

3RD

COMMENTS

WO'S 457976 & 457983 LABELS WERE SWITCHED INADVERTENTLY CAUSING MISSED DELIVERIES. AT EACH CUSTOMER LOCATION ON 10/3/07 AND LATE DELIVERIES ON 10/4/07. EACH WO WAS KEYPUNCHED WITHIN SECONDS OF EACH. CARE MUST BE TAKEN TO ATTACH THE CORRECT LABEL TO THE CORRECT MATERIAL.

EMPLOYEE'S STATEMENT:

☐

I AGREE WITH STATEMENT

☒

I DISAGREE WITH STATEMENT

RULE VIOLATION

CATEGORY A - REPETITIVE ERRORS IN PROPERLY FILLING WORK ORDERS

☒

ORAL WARNING

☐

SUSPENSION _____ DAYS

☐

WRITTEN WARNING

☐

DISCHARGE

EMPLOYEE SIGNATURE

SUPERVISOR SIGNATURE

STEWARD SIGNATURE

White - Office Copy

Pink - Supervisor Copy

Blue - Employee

Canary - Union Copy

COPPER AND BRASS SALES, INC.
CHICAGO BRANCH

DATE: 07/10/07

MEMO TO: Eluterio Herrera

SUBJECT: Letter of Counsel Reference

This letter of counsel is to inform you that you were not wearing your safety gear this morning 7/10/07. You are advised to wear the Safety gear at all times during your work hours.

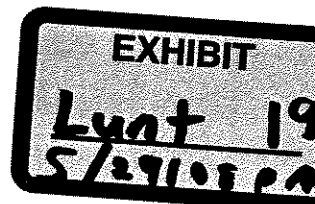
Further incidents of this nature may result in disciplinary action up to and possibly including discharge.

Management

Employee

Witness

Copy: File
Employee



EMPLOYEE REPORT FORM

Date : OCT. 18, 2007Name : MARIO ALVAREZShift : SECOND SHIFT

Comments : MARIO IS HEREBY GIVEN A WRITTEN WARNING
FOR FAILURE TO PERFORM A TASK AS DIRECTED BY
MANAGEMENT. COPIES OF THE STATEMENT ARE
ATTACHED.

Employees Statement :

10/18/07 CAT
I agree with statement I disagree with statement

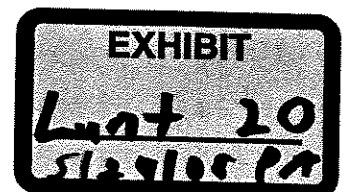
Rule Violation : CATEGORY BOral WarningSuspension Days☒ Written WarningDischarge

REFUSED TO SIGN BY EMPLOYEE
Employee Signature

GAE

Supervisor Signature

Steward Signature



October 18, 2007

Failure to perform a task as directed by management. Mario failed to follow maximum skid weight needed to fill work order 459744. The order was asking for 2000 lb max skid weight, Mario shipped 2983 lb. Mario also failed to measure the diameter and ship correct material for work order 447019. The order was asking for 13 pc of 1-1/2 inch round material, 4 bars shipped were 1-1/4 inch round. Copies of the work orders are attached. Mario has been told in the past about measuring the size of the material and places it in the inspection record box of the work order.

EMPLOYEE REPORT FORM

DATE

10/28/04

NAME

MARIO ALVAREZ

SHIFT

1ST SHIFT

COMMENTS

By REFUSING TO GIVE UP THE "LOANER" PROPANE FORK TRUCK AS DIRECTED BY THE FOREMAN, YOU HAVE "FAILED TO PERFORM A TASK AS DIRECTED BY MANAGEMENT AND NOT IN A TIMELY MANNER." THIS LED TO YOU "CAUSING A DISTURBANCE ON THE WAREHOUSE FLOOR." BOTH OF THESE ARE CATEGORY B WORK/RULE VIOLATIONS. ANY FURTHER VIOLATIONS OF THIS TYPE WILL RESULT IN AN AUTOMATIC 3-DAY SUSPENSION.

EMPLOYEE'S STATEMENT:

I AGREE WITH
STATEMENT☒I DISAGREE WITH
STATEMENT

RULE VIOLATION _____

ORAL WARNING

SUSPENSION _____ DAYS

☒

WRITTEN WARNING

DISCHARGE

Mario Alvarez

EMPLOYEE SIGNATURE

Randy E. Smith

SUPERVISOR SIGNATURE

Mark A. DeM...J. Bereng

STEWARD SIGNATURE

White - Office Copy

Pink - Supervisor Copy

Blue - Employee

Canary - Union Copy